

WIBW-TV
EEO PUBLIC FILE REPORT
2/01/19-1/31/20

1. VACANCY LIST

See Master Recruitment Source List (MRSL) for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Morning Anchor/MMJ	1-11,14,15,18,21,32-37,40-42 44-47,49,52,57	36
MMJ (Manhattan)	1-11,14,15,18,21,32-37,40-42 44-47,49,52,57	35
Weekend Anchor	1-11, 14,15,18,21,32-37,41,42 44-47,49,52,57	36
Account Executive	1-11,14,15,18,21,32-37,41,42 44-47,49,52,57	35
Sports Anchor/Reporter	1-11,14,15,18,21,32-37,41,42 44-47,49,52,57	36
MMJ	1-11,14,15,18,21,32-37,41,42 44-47,49,52,57	37
MMJ/Producer	1-11, 14,15,18,21,32-37,41,42 44-47,49,52,57	57
Technical Media Producer	1-11,14,15,18,21,32-37,41,42 44-47,49,52,57	36
Technical Media Producer	1-11,14,15,18,21,32-37,41,42 44-47,49,52,57	21
Technical Media Producer	1-11,14,15,18,21,32-37,41,42 44-47,49,52,57	35
Producer	1-11,14,15,18,21,32-37,41,42 44-47,49,52,57	37
MMJ	1-11, 14,15,18,21,32-37,41,42 44-47,52,57	57
Weekend/Digital Producer	1-11,14,15,18,21,32-37,41,42 44-47,52,57	6

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II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	Baker University Gary Handy@bakerU.edu Long Student Center, 2nd floor Baldwin City, KS 66006 785-594-8435 Handshake.com	No	0
2	Emporia State University June Coleman 1 Kellogg Circle, Campus Box 4014 Emporia, KS 66801 620-341-5407 career@emporia.edu Handshake.com	Yes	0
3	Fort Hays State University Ann Killebrew 600 Park Street Hays, KS 67601 785-628-4260 Handshake.com	No	0
4	Kansas State University Jennifer Brantley 705 N. 17th Street 148 Berney Family Welcome Center Manhattan, KS 66506 Handshake.com	Yes	2
5	Pittsburg State University David Hogard 1701 S. Broadway Pittsburg, KS 66762 620-231-7000 dhogard@pittstate.edu Handshake.com	No	0
6	University of Kansas Steven Rottinghaus 1300 Sunnyside Ave., Summerfield Hall, Room 206 Lawrence, KS 66045 785-864-3624 kucareer@ku.edu	Yes	1

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7	Washburn University Kent McAnally 1700 SW College Ave. Topeka, KS 66621 785-670-1450 Handshake.com	Yes	1
8	Allen County Community College Denice Stahl 1801 N. Cottonwood Iola, KS 66749 620-365-5116 ext 299	Yes	0
9	Johnson County Community College 12345 College Blvd. Overland Park, KS 66210 Cgard@jccc.edu 913-469-3870	Yes	0
10	Kansas City Kansas Community College Linda Wyatt 7250 State Ave. Kansas City, KS 66112 913-334-1100	Yes	0
11	Butler County Community College Vicki Long 901 S Haverhill Rd El Dorado, KS 67042 316-322-3152	No	0
12	DeVry University – Kansas City Campus Gerry Ellis 500 East 112 th St Kansas City, MO 64131 816-221-1300	No	0
13	Dodge City Community College Renee Simon 2501 N 14 th St Dodge City, KS 67801 620-227-9399 rsimon@dc3.edu	No	0

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14	Pratt Community College Amy Jackson 348 NE SR 61 Pratt, KS 67124 620-672-5641 ext 139	Yes	0
15	Gray Television Becky Gaines 4370 Peachtree Road NE Atlanta, GA 60613 470-225-5416 Jobs@gray.tv	Yes	0
16	National Association of Broadcasters Attn: Karen L. Hunter Employment Clearinghouse 1771 N Street, NW Washington, DC 20036 202-429-5498	No	0
17	Nat'l Society of Professional Journalists Attn: Julie Grimes 3909 N. Meridian Street Indianapolis, IN 46208-4045 317-927-8000 ext 216	No	0
18	AARP of Kansas Janet Clearwater 555 S. Kansas Ave Suite 201 Topeka, KS 66603 866-448-3619	Yes	0
19	Asian American Journalists Association Attn: Rene Astudillo 1182 Market Street Suite 320 San Francisco, CA 94102 415-346-2051	No	0
20	Audio Engineering Society 60 E. 42 nd St. Room 2520 New York, NY 10165-2520 212-661-8528	No	0
21	KS Association of Broadcasters Kent Cornish 1916 SW Sieben Ct. Topeka, KS 66611 785-235-1307	No	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
22	No Longer Available	No	0
23	No Longer Available	No	0
24	American Advertising Federation Attn: Tina Neal 1101 Vermont Ave, NW Suite 500 Washington, DC 20005-6306 202-898-0089	No	0
25	Topeka Advertising Federation PO Box 1251 Topeka, KS 66601 785-582-4000	No	0
26	<i>Topeka Capital Journal</i> 616 SE Jefferson Topeka, KS 6660 785-295-1122	No	0
27	<i>Lawrence Journal World</i> 609 New Hampshire Lawrence, KS 66044 785-843-1000	No	0
28	<i>Kansas City Star</i> 1729 Grand Blvd. Kansas City, MO 64108 816-234-4000	No	0
29	Spots 'N' Dots 167 Oakdale Road Johnson City, NY 13790 888-884-2630	No	0
30	<i>Broadcasting & Cable</i> 360 Park Ave South 14 th floor New York, NY, 10010 646-746-6949	No	0
31	<i>Television Week</i> 6500 Wilshire Blvd Suite 2300 Los Angeles, CA 90048 323-370-2415	No	0
32	MediaLine Mark Shilstone 2515 Sparrow Crest Dr. Katy, TX 77494 913-217-0685 www.medialine.com	No	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
33	TVJobs Mark C. Holloway Broadcast Employment Services PO Box 4116 Oceanside, CA 92052 800-374-0119 www.tvjobs.com	No	0
34	Walk-In Candidate	No	0
35	WIBW Staff Referral	No	3
36	WIBW Internal Candidate	No	4
37	Station Website: www.wibw.com	No	2
38	Northwestern University Medill School of Journalism 1845 Sheridan Rd. Evanston, IL Desiree Hanford (847) 467-7930	No	0
39	Society of Broadcast Engineers Holly Essex 9102 North Meridian St., Suite 150 Indianapolis, IN 46260 (317) 846-9000	No	0
40	Wichita State University Frankie Brown 1845 Fairmount Wichita, KS 67260 (316) 978-3456 Handshake.com	No	0
41	University of Missouri peiterl@missouri.edu 76 Gannett Hall Columbia, MO 65211 (573) 882-0373 Handshake.com	No	0
42	Nebraska College Recruiting Consortium/Hastings College Kimberly Graviette 710 N Turner Ave. Hastings, NE 68901 (402) 461-7387	Yes	0

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43	Northwest Missouri State University 800 University Drive Administration Building Room #130 Maryville, MO 64468-6001 662-560-1250	No	0
44	Kansas Newman 3100 McCormick Wichita, KS 67213 913-942-4291 Handshake.com	No	0
45	Cloud County CC Brenda Hanson, Director 2221 Campus Dr. Concordia, KS 66901 800-729-5101 bhanson@cloud.edu	Yes	0
46	McPherson College 1600 E. Euclid McPherson, KS 620-242-0436 yowells@mcpherson.edu	No	0
47	William Jewell College 500 College Hill Liberty, MO 64068 816-781-7700 careerdevelopment@william.jewell.edu	No	0
48	Missouri Western 4525 Downs Drive St. Joseph, MO 64507 816-271-4292 Ktaylor19@missouriwestern.edu	No	0
49	Friends University 2100 W University Ave. Wichita, KS 800-794-6945 career@sterling.com Handshake.com	Yes	0
50	Hutchinson Community College Betty Ann Kelly 1300 N. Plum Hutchinson, KS 67501 620-665-3500	No	0
51	Colby Community College Joe Vyzouvek 1255 S Ranger Avenue Colby, KS 67701 785-462-3984	No	0

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52	Topeka Workforce Center Liz Pruitt 1430 SW Topeka Blvd 785-235-5627 Pamela.hann@ks.gov	Yes	0
53	Atchison Workforce Center Tim Brundgart 818 Kansas Atchison, KS 66002 913-367-1740	No	0
54	Manhattan Workforce Center Terry Umscheid McAfee 205 S 4 th Avenue, Suite 1A Manhattan, KS 66502 785-539-5691	No	0
55	No Longer Availabl	No	0
56	Express Personel 2300 SW 29 th , Suite 100 Topeka, KS 66611 Diana Ramirez 785-267-3773	No	0
57	<u>Indeed.com</u> <u>177 Broad Street, 6th Floor</u> <u>Stamford, CT 06901</u> <u>James Naglieri</u> <u>800-462-5842</u>	No	6
	<u>Total Number of Interviewees over a 12-month period</u>		20

III. RECRUITMENT INITIATIVES

TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
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1	Internship program	WIBW-TV actively participates with local and surrounding high schools and universities to provide internships to students interested in future employment in broadcasting. Students receive academic credit for their work. During the Spring of 2019, 1 student from the University of Kansas interned in the news department. A student from Topeka Seaman high school interned in the news department during the summer of 2019. A student from Topeka Seaman interned in the weather department during the Fall of 2019.
2	Participate other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities	<p>WIBW-TV has an on-going policy of giving station tours to individuals and groups interested in the day-to-day operation of a television station and careers in the broadcast industry:</p> <ol style="list-style-type: none"> 1. On January 30th, 2019, a group of students from Valley Heights High School toured the station. 2. On September 12th, 2019, a group of students from Topeka Seaman High School toured the station. 3. On September 27th, 22 journalism and video production students from Topeka High School toured the station.
3	Participate in at least 4 job fairs. Station personnel who have substantial responsibility in making hiring decisions must be involved in such activities.	<ol style="list-style-type: none"> 1. On February 13th, 2019, our assistant news director/digital news manager attended a Career Fair at Washburn University. 2. On March 7th, 2019, our assistant news director/digital news manager attended a Career Fair at the University of Kansas. 3. On September 11th, our assistant news director/digital news manager attended a Career Fair at Washburn University. 4. On September 25th, our assistant news director/digital news manager attended a Career Fair at Kansas State University. 5. On April 2nd, our assistant news director/digital news manager attended a Career Fair presented by the Kansas Association of Broadcasters on the University of Kansas campus.
5	Participate in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.	<p>WIBW-TV has an on-going policy of allowing students from area schools and universities to job shadow station personnel, giving students the opportunity to learn about careers in broadcasting.</p> <ol style="list-style-type: none"> 1. On July 19th, 2019, 2 students from Washburn University shadowed members of our news team.

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